

# 2008-2009 PERFORMANCE PLAN – Sr. Investment Officer, Alternative Investments (L. Shahinian)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
25%	Total Fund Performance	Excess return in basis points relative to total fund performance benchmark. {SJICA1 – CPERSTO2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
55%	AIM Program Performance vs. AIM Benchmark	AIM portfolio investment performance ranking in the Venture Economics young fund universe for measured time period. Identifiers:  Performance and benchmark compiled quarterly by Wilshire.	Top 50% = 0 (min) Top 40% = .75 (mid) Top 30% = 1.5 (max)
5%	Absolute Return Strategies Program	Return relative to program policy. Identifiers: {SNLCA1 – Total ARS Program} {CPERHED2 – Total ARS Program blended index}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
85%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	